

THE PREMIER'S AWARDS NOMINATION CRITERIA

The following outlines the criteria and considerations that will be applied during the Premier's Awards nomination and selection process.

Nominators should review the criteria prior to finalizing their nomination submission form, to best capture the accomplishments of their nominee(s).

About the Premier's Awards

The Premier's Awards were created as a way of acknowledging the outstanding work of employees who might not otherwise be recognized in the role of a public servant. Each year, the Premier of the Northwest Territories honours employees who show excellence, innovation and dedication in their work.

Three Award Categories

There are three categories of Premier's Awards given each year:

- 1. Premier's Award for Excellence (Individual):** Recognizes and rewards the outstanding achievements of individuals within the GNWT who continue to strive for excellence, best practice management and improvements in the workplace.
- 2. Premier's Award for Excellence (Team):** Like the individual award, this award recognizes and rewards the outstanding achievements of teams within the GNWT who continue to strive for excellence, best practice management and improvements in the workplace.
- 3. Premier's Collaboration Award (Team):** Recognizes the outstanding achievements of GNWT employees who work in partnership with other individuals outside the GNWT to improve service for NWT residents.

Selection Criteria

The Premier's Awards are intended to recognize employees and teams who have made **outstanding contributions or accomplishments which best reflect the GNWT's corporate objectives**. Nominees must meet **at least three of the five criteria** for consideration:

1. **Innovation and Creativity:** Recognizes outstanding performance and achievement through innovative approaches and creativity to new and sustainable projects, systems and technologies that provide improved performance and service. This includes nominees who:
 - Demonstrate effectiveness in generating new ideas, techniques or solutions with practical applications.
 - Respond positively to new beginnings, attitudes, behaviours, and/or changing technologies and demographics.
 - Invite challenge and challenge others in a positive manner, promote and try new ideas and encourage colleagues to think boldly to implement new ways of doing business.

2. **Exceptional Performance and Service Excellence:** Recognizes outstanding commitment to the Public Service and workplaces that deliver outstanding performance. This includes nominees who:
 - Offer solutions resulting in improvements to government-wide systems or processes.
 - Deliver exceptional performance on an ongoing basis, which goes above and beyond the normal expectations and requirements of their position.
 - Show outstanding commitment to complex projects or ongoing activities.
 - Achieve personal milestones that support corporate objectives.

3. **Leadership and Organizational Excellence:** Recognizes outstanding leadership that presents a role model for the Public Service through leadership and cross agency collaboration, resulting in improved organizational productivity and improved provision of services. This includes nominees who:
 - Inspire a shared vision by creating for others an ideal and unique image of what the organization can become.
 - Inspire and enable others through a spirit of collaboration, trust, human dignity and recognition of individual contributions.
 - Model the way by creating standards of excellence and setting an example for others to follow.

4. **Partnerships:** Recognizes effective team projects or initiatives that enhance Government programs or services. This includes nominees who:
 - Achieve improvements in the level of inclusion and communication between the public service and its clients and/or communities in the development of government policy, processes or decisions.
 - Increase the access of citizens and communities to government services and policy processes.
 - Implement improvements in services that strengthen and enhance the social infrastructure of the NWT.

5. **Traditional Knowledge:** Recognizes teams and individuals that distinguish, celebrate and/or incorporate the matured long-standing traditions and practices of the North and its people into Government programs or services. This includes nominees who:
 - Respect, preserve and maintain knowledge, innovations and practices of indigenous and local communities embodying traditional lifestyles.
 - Positively incorporate traditional knowledge into government practices and services.
 - Consult with community elders and holders of traditional knowledge during the implementation of Government programs and services.

Selection Guidelines

During the selection process, the following guidelines will apply:

- Only nominations received by the deadline (April 1st, 2009 by 5:00pm) will be considered for the Premier's Awards. **Nominations received after the deadline will not be considered.** These nominations will be returned to the nominator.
- All GNWT employees who are nominated must be employees of the NWT government at the time of the nomination.
- Non-GNWT employees can only be nominated for the Premier's Collaboration Award in partnership with GNWT employees.
- A maximum of three individuals or teams can win per award category.
- Nominees must meet a minimum of three of the five criteria for consideration.
- Higher consideration may be given to projects that achieve four or all five of the criteria.
- The selection committee will determine which of the program criteria were best reflected in the nomination.
- Nominees are rated on each of the five criteria on a scale of 1-10, with 10 being the highest score.
- Selection is based solely on merit.
- There is no requirement set for representation by region, gender or ethnicity. The most deserving nominees will be selected.
- Decisions are based on information provided by the nominators, in addition to any follow-up clarification required. Outside knowledge the selection committee has of an individual or team will not be considered.
- The selection committee will consider the scope of a team's accomplishments, in comparison to the number of members on the team. For this reason, nominators should nominate only those key employees with direct involvement in the project. This is a deterrent for blanket nominations.